

**Wage Rate Calculations
For
Collective Bargaining Agreement (CBA) Positions**

1. Abbreviations:

****BWR** = Base Wage Rate
H&W = Health & Welfare
Oth Ben = Other Benefits
T&I = Taxes and Insurance
JS O/H = Job Site Overhead (General Conditions)
G&A = Gen & Admin Overhead (Home office)
LWR = Loaded (Fully Burdened) Wage Rate

2. Sample Pay Formula and Table – Collective Bargaining Agreement (CBA) Positions.

2.1. Sample Formula. Shown below is a sample formula indicating various components that could be used in calculating the loaded wage rate for positions covered by a CBA. It also indicates how the various components are combined (added) to make the final loaded wage rate.

2.2. Sample Table. The sample table shown below contains the components shown in the formula and also shows the method (percentages or fixed dollar amount) used in calculating each of the various items (i.e., Other Benefits, T&I, JS OH, G&A, Profit). Also, for those items that are calculated as a percentage of another item, the basis against which the percentages is to be applied is identified. Additionally, actual numbers for the CBA Base Wage Rate, Health & Welfare, and Loaded Wage Rate will not be entered in the table. [Note: The applicable CBA wage rates will be issued to the contractor at the time a Request for Proposal for a task order is issued. At that time, the contractor will insert the Base Wage Rate and H&W into the fixed formula and provide a Loaded Wage Rate].

2.3. The formula and table shown below are examples and should be adjusted to meet the offeror's requirements. The offeror's actual formula and corresponding table should be prepared for a CBA wage rate that may be utilized under these contracts.

Sample Formula – CBA Positions:

$\text{BWR} + \text{H\&W} + \text{Oth Ben} + \text{T\&I} + \text{JS O/H} + \text{G\&A} + \text{Profit} = \text{LWR}$
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Sample Table – CBA Positions:

BWR	H&W	Other Benefits	T&I	JS O/H	G&A	Profit	LWR
<u>[N/A]</u>	<u>[N/A]</u>	<u>8 %</u>	<u>15 %</u>	<u>7 %</u>	<u>6 %</u>	<u>4 %</u>	<u>[N/A]</u>
Basis for Percentages: Other Benefits = 8% of BWR Taxes and Ins. = 15% of BWR Job Site OH = 7% of BWR G&A = 6% of BWR Profit = 4% of BWR							

3. Required Submittal. Offeror's Normal Loaded Rate Computation for CBA Positions. Using a method (formula and table) similar to the examples shown above, the offeror should show the components of its CBA Loaded Wage Rate and the method (either percentage or fixed dollar amount) for calculation of the individual components. The formula and table should be provided for the Base Year and all Option Years. A sample table illustrating a method for organizing this data is attached. The offeror's formula and completed table should be submitted as part of the Pricing Volume (Volume V).

4. Required Submittal. Offeror's Overtime Loaded Rate Computation for CBA Positions. Using a method (formula and table) similar to the examples shown above, the offeror should show the components of its CBA Overtime Loaded Wage Rate and the method (either percentage or fixed dollar amount) for calculation of the individual components. The formula and table should be provided for the Base Year and all Option Years. A sample table illustrating a method for organizing this data is attached. The offeror's formula and completed table should be submitted as part of the Pricing Volume (Volume V).

****5. OCONUS Task Orders.** In the event a Request for Proposal for a task order for an OCONUS site is issued, the appropriate Base Wage Rate (BWR) and Health and Welfare (H&W) data, along with any additional instructions as may be needed, will be provided to the contractor for use in the calculation of the loaded wage rate.

****6. Man-hours for Full-Time Employees.** The offeror should indicate the number of annual man-hours that constitute a full-time employee (i.e., the number of annual man-hours that would be applied to the offeror's fully burdened labor rate to arrive at the annual labor cost for an employee). This information should be entered on the offeror's loaded wage rate tables (see paragraphs 3. and 4. above).